



EXHIBIT 3
DATE 1/9/07
HB 2

600 Shields Avenue
Butte, Montana 59701
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January 5, 2007

Rick Ripley
Chairman
Natural Resources and Commerce-Appropriations Subcommittee
House of Representatives
Capitol Building
Helena, MT 59620

RE: Work Force Training Grants

Dear Chairman Ripley:

Your subcommittee is considering Work Force Training Grants and what they mean to Montana businesses. I would like to speak on behalf of Montana Resources, LLP, as a recipient of a work force training grant in 2003 – 2005.

When Montana Resources (MR) was considering starting up the copper/molybdenum mine in Butte in 2003 it was recognized that the success of the project would depend on a trained and skilled work force. As it turned out 62% of the work force of 350 employees that were hired were new to mining and new to Montana Resources. The rest of the work force had worked for MR before the mine was shut down in 2000.

To bring on a workforce of this magnitude in a very short period of time and to mold them into cohesive operating and maintenance crews was a daunting task. The economic burden on a new operation was considerable. This is where the Work Force Training Grant made a huge impact on the ability of the mine to train new workers to perform the many tasks that are required to mine 100,000 tons per day of material and to process 50,000 tons per day of ore.

The pay back to the State of Montana is obvious. These high paying jobs return many thousands of dollars in tax money to Montana and support the many businesses in the Butte area as well as all over Montana and Out of State as well. MR expenditures for goods and services from January through November of 2006 were as follows (This does not include what the employees spend):

Butte Silver Bow	\$20,427,106
Montana	\$13,878,687
Out of State	<u>\$36,883,751</u>

Totals

\$71,189,544

The benefit to the economic well being of Montana comes from high paying jobs, a skilled and varied work force, and communities that are self sufficient. This is made possible with the help of the Work Force Training Grants. Employees are trained and given life long skills and then they earn top paying jobs and return the seed money back into the system through taxes and spendable income purchases with other businesses that also pay taxes.

The program works and should be endorsed by your committee as a Win/Win for the State of Montana and those businesses that require assistance through Work Force Training Grants to start up their operations. The availability of this grant money was part of the equation that made the start-up of Montana Resources successful and sustaining.

Sincerely,

Tad Dale
V.P. Human Resources



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Connie Daniels
Regional Economic Development Planner
Headwaters RC&D Area, Inc.
305 W. Mercury St., Suite #211
Butte, Montana 59701

Dear Connie:

We are continuing to build our work force as a company here in Deer Lodge, where we currently employ approximately 300 people. The Workforce Training Grant we were awarded from the Department of Commerce of the State of Montana allowed us to hire people and train them for new positions in our company.

Each new employee hired was taught the necessary safety procedures associated with the various positions they would be filling. They were instructed in such things as requirements for Personal Protective Equipment, Hazardous Communications, Hearing Conservation, Blood Borne Pathogens, Fall Protection, Lock Out/Tag Out, Fire Extinguishers, Forklift Operator Safety, Storm Water Prevention Protection Plan and Spill Prevention Control and Countermeasures, as well as all the operational procedures they would encounter in their new positions, just to name a few.

Examples of some of the jobs that were created are: new apprenticeship training programs for electricians and millwrights, which are critical positions in our operations, positions that are normally very difficult to find qualified personnel to fill.

Training for jointer defect operators took about 80 hours per person. This process taught the new employees the grading requirements to enable them to distinguish between defective wood and usable material to be used in our finger-jointing operations, where we employ 70 men and women.

Several hours are required for training of new employees in the use of our computer systems.

The Grant made it possible for us to bring new people into a work status and help with needed training. This in turn helps strengthen our position in the future marketplace while making major contributions to the economies and people mainly located within the Powell, Granite, Silverbow and Anaconda-Deerlodge Counties.

If you are able to secure more training funds, it would be very beneficial for our business as well as others.

We thank you for all that you have been able to do for the development of our company and its employees, our county and the surrounding areas.

Please feel free to use this letter any way you see fit to promote the Workforce Training Grant Program.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Sherman Anderson'.

Sherman Anderson
Plant Owner



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January 8, 2007

Dear Committee Members,

Giant Springs initially contacted MTAP to assist in finding and investigating the wedding market for custom labeled ½ to 1 liters of bottled water. MTAP investigated the initial request and broadened the marketing scope to a strategic solution.

MTAP assisted Giant Springs in making optimal contacts to reach the buyers in Yellowstone National through the Corporation for the Northern Rockies. Implications of having distribution in Yellowstone Park are highly significant and include federal contracting, high volumes that justify equipment purchases, and stability for the contract duration of 2 to 5 years. MTAP also contacted the Bozeman Community Co-op general manager and approached him about his interest in purchasing private label water. The Bozeman Community Co-op is very interested and negotiations between Giant Springs and the Bozeman community co-op are ongoing at present.

MTAP assisted Giant Springs in researching and determining the viability of bottled water for the wedding industry. Then they broadened the scope to find strategically significant potential clients for Giant Springs. Working with MTAP has significantly increased our opportunities for success.

Sincerely,

David F. Brown
President



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January 8, 2007

Email Transmittal

To: Mark Bisom, mbisom@mt.gov

From: Ken Green – Timberline Tool

RE: Continued Funding for M²TAP Program

Dear Mark,

Small businesses in large metropolitan areas have an advantage over Montana small businesses. They have, usually within 30 miles of their facilities, a network of similar businesses they can draw on for consul and advice. For the majority of us manufacturers in Montana our network spans time zones.

Montana does, however, have in place a method and process that levels the playing field. The M²TAP program has proved to be instrumental in providing guidance and assistance to Montana's small businesses. Through M²TAP's efforts small businesses in the state can compete and succeed in not only the US market but globally.

It would be a disservice to Montana manufacturers and small businesses to not fully fund their program.

Thank you for your consideration.

Best regards,
Ken H. Green
President
Timberline Tool
PO Box 1328
Whitefish, MT 59937
khg@timberlinetool.com